Self Assessment of Organizational Strategic Plan Project

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Nurses work with an extraordinary variety of people: doctors, respiratory therapists, physical therapists, social workers, psychologists, technicians, aides, unit managers, housekeepers, clients, and clients’ families. It is therefore important for nurses to develop and foster leadership, followership, and manager skills to work well, or effectively, with other people. The purpose of this paper is to self-assess the role of leader, follower, manager, and collaborator during the group project-Organizational Strategic Plan. The self assessment will help me grow these professional roles in the future.

**Leadership**

An effective leader unites a team towards achieving some common task; an effective leader has excellent problem-solving skills. During the first two weeks of the group project, I noticed that we did not get time to ask the questions we had about the project and duplicated our work due to lack of communication. I thought that we wasted our time and effort, and there was a better way to get our work done. I had learned in this leadership course that I had to act on my idea if I wanted to be a leader. I decided to post my idea on the discussion board. I suggested that two members initiated a segment of the project and the other two members work on editing, since our group has four members. The following week the members would exchange assignments. The original two would edit, and the other two would initiated a segment. Our group members were happy to accept my suggestion. Since then we have used our time effectively and are able to complete each week’s assignment on time. An effective leader understands each individual's abilities, limitations, motives and drives. When I knew that one of our group members has an accounting degree, besides nursing, I thought it would be better to have her calculate a one-year budget for the services, and the rest of our group members could learn from her. I discussed the idea with her, and she was happy to do that for the group.

**Followership**

“Followership and leadership are separate but reciprocal roles. Being an effective follower is as important to a nurse as is being an effective leader. In fact, most of the time most of us are followers: members of a team, attendees at a meeting, staff of a nursing care unit, and so forth” (Whitehead, Weiss, & Tappen, 2007, p.5). My role of followership in the group project is a team member. To be a better follower, I was supportive of new ideas and new directions suggested by other members of our group. For instance, our free diabetes clinic, Changing Diabetes, is to provide education and services to diabetic patients in Muskegon area. Other members of our group expressed their thoughts and ideas on what education and services would provide in our free diabetes clinic. The members of our group also searched for monetary or non-monetary grants that would support our clinic operation. I took their advices and had learned from them. To be a better follower, it is not necessary to agree to everything. When I disagree, I explain why I do not support an idea or suggestion. Our group was planning on providing full-time clinic services. I thought that we should have the clinic open only part-time, for example, 4 hours per day and possibly 4 hours for an evening to be available to more clients. It would be easier to get volunteers for these positions. Our group happily accepted my suggestion.

**Management**

“A manager has a role in establishing objectives and goals for each area and communicating them to the persons who are responsible for attaining them” (Yoder-Wise, 2011, p. 55). Because organizational strategic plan is a group project, I participated in establishing objectives and goals ofour Diabetes Clinic and developing job descriptions for all staff of the clinic. Since the clinic is just our group’s imagination, there is really no one whom I needed to motivate and communicate with. In the real world, I would motivate and communicate with the people responsible for various jobs through teamwork. “Managers address complex issues by planning, budgeting, and setting target goals. They meet their goals by organizing, staffing, controlling, and solving problems” (Yoder-Wise, 2011, p. 55). I was concerned with the cost of providing the care that is given. This is a complex task that requires knowledge of budgeting and staffing. The project gave me a chance to learn how to create a budget and organize enough staff that fits our project. I participated in developing our project budget. The budget is the comparison of all of our expenses to the funds we have available to pay for those expenses. Having a budget proposal, we can effectively operate the clinic. I also figured out that the clinic would only need eight volunteers to meet its objectives.

**Collaboration**

“Effective collaboration includes honesty, directness, and listening to others’ points of view” (Yoder-Wise, 2011, p. 54). Good listeners are essential for teams to function effectively. During the project, I understood and considered ideas and points of view from other members without debating and arguing every point. Working together also requires communication. Much of the communication within our group took place informally. We communicated through the discussion board and passed along important information day-to-day. We acted together to accomplish the project. For example, we needed to present the project in PowerPoint. To creating a better PowerPoint presentation, some members of our group created charts and graphics on a slide while others added narration to slides. I collaborated with other members of our groups on our project because we all have the common goal of achieving the project successfully.

**Avoid Conflict**

I am proud to say that we did not encounter conflict situations while working on the group project. Each member of our group was an active participant. We were fully engaged in the work of the team. We treated every member fairly and with respect. We not only respected but also encouraged different views. We listened and spoke up in discussions. Each member of our group endeavored to understand ideas and suggestions that differ from her own. When we had disagreements on some ideas, we explained why we did not support the idea and never argue with each other.

**Conclusion**

I learned that as a leader, the best type of problem solving is communication. I also learned that one of the ways one can be an effective leader is by sharing his or her ideas and listening to others ideas as well. One can be an effective follower by listening to others ideas. Followership is just as important as leadership. I further learned that the ability to manage is an important aspect of teamwork. After getting through the group project, I realized that individuals do a lot, but teams can do better. Collaboration is the basis for bringing together the knowledge, experience and skills of multiple team members to achieve some common tasks more effectively than individual team members performing the tasks. There are four steps that I will take to further develop my growth as a leader, follower, manager, and collaborator. 1. Communicate more effectively with team members. Discuss any issues with the team members directly. Learn more about verbal and non verbal communication. 2. Listen actively. Listen first and speak second to foster meaningful dialogue. 3. Treats team members in a respectful manner. Respect and trust other members of the team who are just important as each other. 4. Cooperate to help. Figure out ways to work together to solve problems and get work done. The group project not only gave me a chance to develop leadership, followership, and collaboration, but also increased my self-confidence to take further steps to grow my leadership, followership, and collaboration skills.

References

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